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AUTHOR Faulwell, Margaret L.; Gordon, Milton A.
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ABSTRACT

Differences between men and women college administrators were assessed, based on a 1983 survey of the American Conference of Academic Deans. Responses were obtained from 238 male and 68 female administrators, which represented about 90 percent of the total 1983 Conference membership. The responses differed significantly on questions concerning salary, type of institution, level of position, and number of years in higher education administration. Only 25.2 percent of the males had a salary less than $35,000, compared to 53.8 percent of the females. While 25.6 percent of the males earned over $50,000, only 6 percent of the females did. Female administrators were more likely than male administrators to work at small private institutions. Slightly over 29 percent of the males, compared to almost 12 percent of the females, were employed at public institutions. A greater percentage of males than females were employed in larger institutions: 66.2 percent of female administrators were at institutions with under 100 faculty, and no females worked at institutions with more than 15,000 students. Compared to males, females tended to be younger and to have occupied their present position for fewer years, and they also held a greater percentage of positions at the assistant and associate levels. (SW)

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A COMPARISON OF MALES AND FEMALES IN HIGHER EDUCATION ADMINISTRATION

Margaret L. Faulwell and Milton A. Gordon
Chicago State University

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Analysis of a 1983 survey of American Conference of Academic Deans reveals significant differences between males and females on such issues as salary and position, indicative of differential experience in higher education.

In 1983, a survey was conducted of the membership of the American Conference of Academic Deans. This survey, designed to provide a profile of the membership, yielded responses from 306 members - 238 male and 68 female administrators. This approximated 90% of the total membership in 1983. In analyzing the results it was found that male and female responses differed significantly on questions concerning salary, type of institution, level of position and number of years in higher education administration.

One of the most striking results to emerge from the survey was the difference in salaries between male and female respondents. These results are presented in Table 1. The values in this and all following tables are presented as percentages of males and females in each category.

TABLE 1

SALARY

	Under 30,000	30,000- 35,000	35,000- 40,000	40,000- 45,000	45,000- 50,000	50,000- 65,000	Over 65,000
Male	7.7	17.5	16.5	12.4	19.2	22.2	3.4
Female	28.4	25.4	13.4	14.9	11.9	4.5	1.5

Chi Square = 31.7 with 6 degrees of freedom and level of significance = 0.0

As Table 1 indicates, only 25.2% of the males had a salary less than $35,000 as compared to 53.8% of the females. At the other end of the continuum 25.6% of the males, but only 6% of the females, earned salaries over $50,000. The median salary was $43,275 for males and $34,412 for females - a difference of $8,863.

Female administrators were more likely than male administrators to work at small private institutions. While the majority of all respondents to this survey (75%) were employed by private institutions, it should be noted 90% of those who worked at public institutions were male. As Table 2 indicates, 29.17% of the males, as compared to 11.8 of the females, were employed at public institutions.

TABLE 2

TYPE OF INSTITUTION

	Public	Private	Other
Male	29.1	70.0	0.8
Female	11.8	88.2	0.0

Chi Square = 9.234 with 2 degrees of freedom and level of significance = 0.01.

Similarly, although the majority of the respondents were employed at smaller institutions, i.e., faculty size under 300 (87.9%) and student bodies under 3,000 (74.3%), a greater percentage of males than females were employed in the larger institutions.

TABLE 3

FACULTY

	Under 100	100-300	301-500	501-700	701-900	Over 900
Male	41.6	44.5	8.8	2.5	1.3	1.3
Female	66.2	27.9	4.4	0.0	1.5	0.0

Chi Square = 14.3 with 5 degrees of freedom and level of significance = 0.014.

Only 5.9% of the female administrators, compared to 13.9% of the male administrators, worked at institutions with over 300 faculty. The majority of female administrators (66.2%) were at institutions with under 100 faculty. Male respondents were at institutions with a median of 138

faculty members as compared to a median of 76 faculty for female administrators - a difference of 62.

TABLE 4

STUDENTS

	Under 1,000	1,001-3,000	3,001-5,000	5,001-7,000
Male	17.3	54.1	14.3	6.1
Female	38.2	45.6	8.8	2.9

	7,001-10,000	10,001-15,000	15.001-20,000	Over 20,000
Male	2.6	4.3	0.4	0.9
Female	1.5	2.9	0.0	0.0

Chi Square = 14.7243 with 7 degrees of freedom and level of significance = 0.04.

The comparison of institutions on the basis of the size of student body yielded similar results. No female administrators were at institutions with more than 15,000 students. Only 16.1% of the female respondents worked at institutions with more than 3,000 students as compared to 28.6 of the male administrators. Male administrators were at institutions with a median of 2,264 students as compared to a median of 1,516 students for female administrators - a difference of 748 students.

Not only the types of institution but also the positions within the institutions were different for male and female administrators. The respondents from the survey were divided into six categories of administrative positions, i.e., assistant dean, associate dean, dean, assistant vice-president, vice-president, and provost. These results are given in Table 5.

TABLE 5

ADMINISTRATIVE POSITIONS

	Asst. Dean	Assoc. Dean	Dean	Asst. Vice Pres.	Vice Pres.	Provost
Male	4.2	11.8	64.3	0.8	14.7	4.2
Female	14.9	22.4	58.2	0.0	3.0	1.5

Chi Square = 21.2 with 5 degrees of freedom and level of significance = 0.0.

The results indicate that 37.3% of females were employed as assistant or associate deans as compared to 16% of the males. Further, only 4.5% of females were employed as vice president or provost as compared to 18.9% of the males.

The differences in salary and level of position can be partially explained by the respondents' differences in age, number of years in higher education administration, and number of years in current position. An analysis of the data indicated no statistically significant difference in the age distribution of the respondents. However 23.5% of the females, compared to 12.2% of the males, were 40 years of age or younger. The median age for male respondents was 48.2 and for females 46.5 - a difference of 1.7 years.

TABLE 6

AGE OF RESPONDENTS

	Under 30	30-35	36-40	41-45	46-50	51-55	56-60	Over 60
Male	0.4	0.8	11.0	23.2	27.0	21.9	7.6	8.0
Female	0.0	4.4	19.1	23.5	23.5	16.2	8.8	4.4

Chi Square = 9.28 with 7 degrees of freedom and level of significance = 0.23.

A greater percentage of males, 28.3% as opposed to 10.3% of females, had been in higher education administration for over 13 years. The median number of years in higher education administration for males was 8.8 and for females 7.0 - a difference of 1.8 years.

TABLE 7

YEARS IN HIGHER EDUCATION ADMINISTRATION

	1-3	3-5	5-7	7-9	9-11	11-13	13-15	Over 15
Male	11.4	15.6	10.1	14.8	8.9	11.0	11.0	17.3
Female	13.2	16.2	20.6	20.6	11.8	7.4	2.9	7.4

Chi Square = 14.2 with 7 degrees of freedom and level of significance = 0.05.

A greater preponderance of males, 16.4% compared to 4.4% of females, had been in their present position for nine years or more. The median number of years in present position for males was 4.5 years and for females 3.3 years - a difference of 1.2 years. No female administrator had been in the same position for over 13 years.

TABLE 8

NUMBER OF YEARS IN PRESENT POSITION

	1-3	3-5	5-7	7-9	9-11	11-13	13-15	Over 15
Male	34.6	21.1	16.9	11	6.3	4.2	3.4	2.5
Female	45.6	27.9	14.7	7.4	2.9	1.5	0.0	0.0

Chi Square = 9.86 with 7 degrees of freedom and a level of significance = 0.020.

Finally, the review of academic disciplines for male and female administrators yielded the following for their principal academic majors:

TABLE 9

ACADEMIC MAJORS

Male		Female	
History	13.9%	Education	17.9%
English	11.8%	English	17.9%
Phil/Religion	10.9%		
Total	36.6%		35.8%

There was no clear third major for female administrators. If the majors are categorized by general academic disciplines, the following results are seen:

TABLE 10

ACADEMIC DISCIPLINES

	Male	Female
Natural Sciences	28.6%	16.7%
Social Sciences	29.8%	27.3%
Humanities	30.3%	33.3%
Education	8.0%	17.9%
Professional	3.4%	4.6%

With the exceptions of natural sciences, which had a significantly higher percentage of males, and education, which had a higher percentage of females, the other disciplines are fairly consistent.

The salary differential between male and female administrators is only partially explained by the differential distribution of the respondents. Females tended to be younger, had been in higher education administration and in their present position for fewer years, were more heavily represented in the smaller institutions and held a greater percentage of assistant and associate level positions. All of these factors impact significantly on salary.

It appears that both males and females enter higher education administration at approximately the same age. The median number of years in administration for males was 8.8 years and for females 7 years. Combining these results with the median age for male respondents (48.2) and the median age for female respondents (46.5) suggests that the

median age for both males and females to enter administration is 39.

The number of years in higher education administration was a strong factor in determining salary. As an example, if $45,000 is used as a benchmark salary, only 25% of all administrators with seven or fewer years in administration earned more than $45,000. However, 48% of administrators with more than seven years experience earned more than $45,000. The median number of years in higher education administration for females was seven. Thus, it seems as if they are at the breakpoint for higher salaries.

In a comparison of male and female salaries controlling for years in higher education administration, it appears salaries do not differ significantly during the initial years. However, male and female salaries begin to differ significantly in the 7-9 year category ($p \leq .01$). This suggests that women may not experience the seven year breakpoint in salaries.

The number of years in present position was also a strong factor in determining salary. Again using $45,000 as a benchmark salary, 26% of those administrators with fewer than three years in their present positions earned over $45,000. However, 47% of those administrators who have been in their present positions for more than three years earned over $45,000. The median number of years in present position for females was 3.3 years. Again, it seems as if females are right at the breakpoint for number of years in present position for higher salaries.

In a comparison of male and female salaries controlling for years in present position, salaries do not differ significantly during the first three years. However, significant differences become apparent in the 3-5 year ($p \leq .02$) and 5-7 year categories ($p \leq .005$). As with number of years in higher education administration, women may not experience the breakpoint for salaries.

Finally, a comparison of male and female salaries for the assistant and associate dean categories yielded no significant differences. However, male and female salaries for deans differed significantly at the .09 level. The median salary for male deans was $45,148 and for female deans was $38,334 - a difference of $6,814.

There are obvious differences in the experience of male and female administrators in the survey. The data suggest that

males and females follow similar paths to entry level positions in higher education administration but may experience differential progress through the system.